

## The Effect of a Six-Week Online Coaching Protocol on Burnout in General Practice

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*Recommended citation(APA):*  
Jasinski, J., Smith, J. W., Doust, J., Hartel, C., & Jasinski, JD. (2018). *The Effect of a Six-Week Online Coaching Protocol on Burnout in General Practice*. Poster session presented at GP18: The Royal Australian College of General Practitioners Conference, Gold Coast, Queensland, Australia.

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# The Effect of a Six-Week Online Coaching Protocol on Burnout in General Practice Trainees

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## OVERVIEW

- Doctors experience more anxiety, depression, and burnout than the general population
- Stigma stops them seeking psychological support
- Very little research has shown what works
- Online coaching is novel and has no stigma

## OBJECTIVE

To measure if online coaching will improve mental health and reduce reported experiences of burnout

## RESEARCH METHODS

Online coaching intervention focusing on facilitating emotional awareness, value-based goal setting, and positive action generation

Pilot methods used:

1. 2013 Medical Students at University of Queensland (UQ) RCT of face-to-face coaching vs tutorial group support
  - Showed significant improvements in Depression, Anxiety, and Stress Scores (DASS21)
2. 2016 UQ Medical students RCT of online coaching intervention compared to sham coaching control

## PARTICIPANTS

Pilot: General practice registrars and trainees of General Practice Training Queensland.

The next cohort will be recruited from general practice trainees throughout Australia

## WHAT IS COACHING?

A coach empowers someone to achieve personal growth and improved performance by providing training and guidance

## THE COACHING EQUATION

The coaching protocol is based on a thought-framework equation that each participant can use to:

- **Recognise** how they are feeling
- **Reflect** on how well they are managing their well-being
- **Take action** in a positive and healthy manner

The components of the equation have been identified in the literature as factors that influence psychological well-being and incorporate elements of:



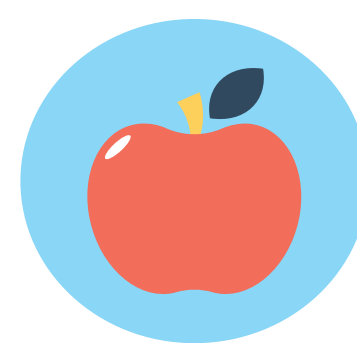
EXERCISE



GOAL SETTING



MINDFULNESS



NUTRITION



PLAY



POSITIVE COPING STRATEGIES



REFLECTION



SELF CARE/REST

At the beginning of the study, participants were invited to complete with a 20 minute training video explaining the thought-framework equation followed by 6 weeks of daily surveys.

The daily survey is sent by email and collects:

1. How they were feeling (Likert 1-10 scale)
2. Brief reflection on how they can apply the equation components
3. Their next intended action (implementing any component) to improve their well-being

Maslach Burnout Index (MBI) scores are collected:

- At the beginning of the study
- At 6 weeks (completion of intervention)
- At 12 weeks (6 weeks after completing the intervention)

## THE COACHING EQUATION

$$\text{Pleasure Capacity} = \text{Perspective} \left( \frac{\text{Purpose} + \text{Physiology} + \text{Play}}{\text{Pain}} \right)$$

For the purpose of this study we defined the components of the equation as follows:

**Pleasure Capacity:** how overall well one is feeling at any given moment, expressed as 1-10 on a Likert scale  
**Perspective:** Characterised as being either positive or negative, a powerful factor in psychological well-being.  
**Purpose:** “sense of purpose” ability to make value-based personal goals.  
**Physiology:** Self-care such as diet, exercise, and sleep  
**Play:** Any activity that one does for fun  
**Pain:** Pain is the denominator, because it reduces one’s capacity for pleasure

## EXPECTED OUTCOMES

This work is expected to make a methodological contribution to the physician well-being literature. From an end-user perspective, potential benefits of this research include:

- Increased engagement
- Decreased sick leave/attrition
- Improved patient outcomes
- Ideas for future wellbeing program development.

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## WE NEED YOU FOR THE NEXT COHORT!

10 Participants who complete the study will be drawn to receive \$500!

IF YOU ARE A GENERAL PRACTICE TRAINEE AND ARE INTERESTED

PLEASE SCAN THE QR CODE

OR

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